

Ontario 'close to betrayal'

by Gay Abbate

THE UNIVERSITY may be forced to project a budget deficit in 1990-91 of up to four percent — about \$20 million — the largest in recent history.

President George Connell said inadequate funding by the province is to blame. "The impact will be very serious. I'm absolutely dismayed by the government's failure to respond to universities' needs," he said in an interview.

At the Academic Board meeting Dec. 7, Connell said universities had anticipated extra funds, in addition to the increase in operating grants, for the enrolment growth encouraged by the province.

Instead, the government has included this special funding in the base operating grants. This seriously compromises the universities' ability to provide adequate resources for academic programs, he said.

"Our expectations were not fulfilled. It comes close to being a betrayal of trust," he said.

He has written to Sean Conway, minister of colleges and universities, outlining U of T's bleak financial picture and asking that the 1990-91 allocation be reconsidered. Connell asked all members of the board to lobby their MPPs.

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Analysis

**Real increase
only 2.2%**

ONTARIO UNIVERSITIES will receive a net 2.2 percent increase in their base operating grants in 1990-91, despite a recent provincial announcement of an eight percent hike in funding.

Almost half the eight percent increase announced by the province Nov. 29 is earmarked for special projects. If this targeted money is deducted from the increase, and the costs to the institutions of provincially mandated programs (such as pay equity) are taken into account, universities are left with slightly more than two percent to apply to their base operating budgets.

The net increase of 2.2 percent is well below the rate of inflation, now running at 6.3 percent in Metropolitan Toronto and 5.8 percent across Ontario. The universities say they need an 11.7 percent increase to maintain the current level of service.

In 1990-91 the province says it will allocate a total of \$1.8 billion for universities, an increase of \$134 million over 1989-90. Some schools will receive slightly more than eight percent, others less, depending on enrolment.

Of the \$134 million, \$72 million is base operating money. Of the remainder, \$51.4 million is for the accessibility fund to offset enrolment growth encouraged by the province. Another \$5.6 million is earmarked for French language

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Day of mourning

With heads bowed, members of the University community join hands to mourn the 14 women shot to death at the University of Montreal last week. In solidarity with the families of the victims, about 500 women and men attended the Dec. 7 vigil at Victoria College. The Women's Centre will hold a candlelight service this Wednesday at 6 p.m. starting at 49 St. George St. Meanwhile, in a letter to the president of Ecole Polytechnique, the engineering school where the shootings took place, President George Connell and Dean Gary Heinke of the Faculty of Applied Science & Engineering expressed their profound sympathy.

Woodsworth faces knives and guns

by Jane Stirling

THE UNIVERSITY'S lack of an effective non-academic discipline policy is putting faculty, staff and students at risk, says Principal Arthur Kruger of Woodsworth College.

Students have pulled knives and guns on the college's administrative staff, Kruger told the University Affairs Board Nov. 28. He also described an altercation in which a student's father threatened to throw hot coffee at a staff member.

"These incidents don't happen often but when they do, they're serious," he said. "No other employer would tolerate what we have tolerated in this institution. Not everyone in this community is a saint or an angel. There must be a

way of dealing with people who are disruptive."

Kruger said the University should adopt a policy on non-academic discipline that gives administrators "the authority to act like administrators" and take the appropriate action to against disruption.

At present the divisions may establish their own non-academic discipline policies under the General Principles for Divisional Discipline Powers. But only the federated universities and Innis, Scarborough and University Colleges have done so. Others are either in the process of setting up a policy or have decided not to act.

Under the general principles, divisions may impose reprimands, order the restitution of property or the payment of damages, impose fines or deny access to facilities for up to one year. They may not suspend or expel a student or impose any penalty affecting the individual's academic status.

Woodsworth tabled its policy when it realized the limited range of penalties it could impose. "Rather than have a meaningless policy, the committee preferred none," Kruger said. The college, on St. George St. just south of Bloor St., enrolls students in part-time studies.

David Neelands, assistant vice-president (student affairs), told board members there is "no consensus" on how the University should proceed. "The current policy does not meet the needs of many divisions and lets too many matters fall between the cracks."

He said he will recommend the establishment of a working group next year

to examine the possibility of developing a University-wide code or amending the general principles.

Last July the provost wrote to the principals and deans of divisions without policies asking them to describe their concerns and suggest solutions.

Special report

U of T is taking steps to enhance security. In our next issue, Jan. 8, we will publish a special report by associate editor Jane Stirling dealing with the issue.

The report of her finding, presented to the board, lists problems with the general principles, including the lack of effective penalties, the limitation of divisional authority and different divisional penalties for the same offence.

Suggested remedies include the establishment of a University-wide code, amendments to the general principles and the inclusion of "class disruption" in the code of academic behaviour.

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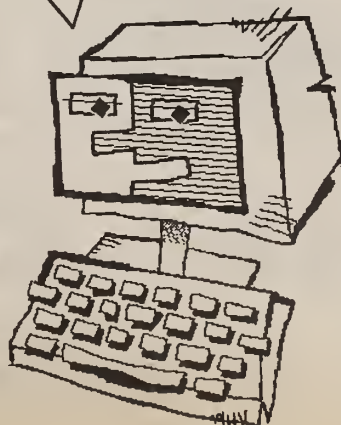
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How's it going?



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Getting enough exercise?
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Freunde

President George Connell welcomed Michael Wilson, Minister of Finance (left); Thomas Delworth, Canadian ambassador to the Federal Republic of Germany; Wolfgang Behrends, German ambassador to Canada; and Ulrich Schleper, 1989-90 visiting professor of German & European Studies, to a dinner in support of the professorship Nov. 29 at the Sutton Place Hotel. The University is seeking \$500,000 to complete endowment funding. The professorship, established in 1979, is the only one of its kind in Canada supported by West Germany.

Spread budget cuts

Continued from Page 1

University officials are scrambling to find ways of coping with a projected deficit. Dan Lang, assistant vice-president (planning), said one way of softening the blow in the 1990-91 budget is to spread the cuts over several years. "It's a dire situation but I think we can come up with a workable solution," he said.

Proposed budget cuts will not be made public until the budget guidelines are presented to the Academic Board at its Jan. 11 meeting.

Lang said U of T must develop new sources of revenue because the province has refused to increase tuition fees more than eight percent for 1990-91.

Will Sayers, communications director with the Council of Ontario Universities (COU), said universities require an 11.7 percent raise — about \$200 million — just to maintain the status quo. The

difference between their needs and what the province plans to give them will produce a shortfall of \$77 million.

Sayers said he is surprised the government did not increase fees to provide universities with more revenue.

York University president Harry Arthurs said the provincial government is deliberately ignoring universities. Unless it changes its attitude soon, Ontario will end up with "a lot of rotten universities," he said.

The meagre increase means York and U of T will be unable to offer sufficiently high salaries to attract faculty to Metropolitan Toronto, given the high cost of housing here. This will become a crisis in the 1990s when a severe shortage of professors is expected due to the large number reaching retirement age, he said.

Metro's high inflation rate, currently at 6.3 percent, means additional costs for the two institutions, Arthurs said. He said York has no alternative but to make extreme budget cuts to avoid a deficit.

Professor Bill Graham, president of the Ontario Confederation of University Faculty Associations, said the province is not creating any new faculty positions. "There are no new positions. They are merely replacing retiring professors and filling vacancies," he said.

Graham said the Ontario government has used creative bookkeeping to come up with the eight percent increase which makes them look good. "They're just changing the shape of things for public relations purposes. It's a mean-spirited government which is dedicated to immediate economic goals," he said.

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Costs, losses lead to shortfall

by Karina Dahlin

AS THE University prepares for deficit financing in 1990-91, it faces a real shortfall this year — perhaps as much as \$3 million.

It is too early to determine the size of the shortfall, said Robert White, assistant vice-president (finance). "It could be \$1 million or \$3 million," White said. It would take "a miracle" to balance the 1989-90 budget, he added.

Salary and benefits settlements for faculty and staff were \$4.2 million more than the estimate contained in the budget report. Other costs — the employer health levy and high unemployment insurance premiums among them — amount to \$1.3 million.

Things could have been worse, White said. A possible \$5.5 million deficit will be averted by \$3.5 million in unexpected revenue from tuition fees, investment income and provincial "accessibility" money.

At the November meeting of the audit committee of the Business Board, members learned that serious losses were anticipated in two divisions that had taken major new initiatives on a cost-recovery basis.

In one case, contracts were signed and other fixed costs incurred to offer instruction, but few students enrolled. Marketing efforts and other measures might reduce the expected shortfall of \$1.4 million by the end of the year.

The other case involves a division that ended up with a \$350,000 loss in 1988-89 and had hoped to pay back the money over three years. White reported that it was becoming clear that the division would be unable to meet its commitment and was likely to be short of \$130,000 at

the end of the 1989-90 fiscal year.

Meanwhile, at the October meeting of the audit committee, the University's external auditor, Geoff Clarkson of Ernst & Young, expressed his concern regarding financial controls in academic divisions and departments.

Clarkson mentioned a "significant possible loss" at a service division of a large faculty. White would not identify the division. He said the loss is in excess of \$2 million. "It is an accounts receivable problem involving a company in difficulty. We are trying to collect our money," he said.

The external auditor also mentioned the fraud case in the Department of Clinical Biochemistry. Between 1981 and 1986 approximately \$170,000 disappeared from the department. A former employee was charged a year ago with breach of trust and fraud in connection with the matter and the case is now before the courts.

Clarkson said some employees' job descriptions did not make clear their full responsibilities in the area of financial administration. He pointed out there was some lack of awareness of the University's policy with respect to signing authority for contracts and other documents.

His suggestion last year that well-qualified financial officers be hired by multi-departmental faculties to train and advise departmental staff was not acted upon because "departments were concerned that it might threaten their control over their funds," according to the minutes of the October meeting.

Richard Criddle, vice-president (administration) is currently considering ways to scrutinize divisional initiatives before they are launched.

Programs absorb funds

Continued from Page 1

and bilingual programs and \$4.3 million is for the faculty renewal program.

This program, implemented by the province in 1986-87, committed funding to fill 500 faculty positions across Ontario over a five year period. A total of 438 positions have been filled to date, 84 of them at U of T. Next year's funding will provide for another 62 positions, 11 at U of T.

These special programs account for roughly 3.5 percent of the increase, leaving universities with 4.5 percent. However, from this balance the institutions must pay for increased employer contributions to unemployment insurance, pay

equity and the new OHIP premium plan.

For U of T, pay equity will add about one percent to the payroll budget (which accounts for 80 percent of the operating budget), the health levy another two percent (about \$5 million) and UIC contributions approximately \$800,000.

With all these costs deducted from the 4.5 percent, U of T is actually left with an increase in its base operating budget of about 2.2 percent.

The 4.5 percent increase left after deducting special funding is consistent with raises in base operating grants in recent years. The increase was four percent in 1989-90 and 4.5 percent in 1988-89. Grants for special programs such as bilingualism and accessibility were separate from the base operating grant.

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Appeal quashed; penalty altered

by Karina Dahlin

THE UNIVERSITY'S Sexual Harassment Appeals Board has dismissed an appeal by Professor Richard Hummel of the Department of Chemical Engineering & Applied Chemistry, but has reduced the penalties imposed upon his conviction in March.

Last February the sexual harassment hearing board found Hummel guilty of "prolonged and intense staring" at Beverly Torfason, a part-time student. Three months earlier she complained that Hummel made a habit of leering at her while they swam in the Hart House pool.

The five-member appeals board agreed offensive staring had taken place. It said that leering has a sexual connotation and implies indecency or lewdness. "We think that it inexorably follows that prolonged staring of a lewd or lascivious nature may also constitute sexual harassment."

But the board members were divided on the question of how Torfason's "environment" was affected. Staring can only be seen as sexual harassment if the action creates "an intimidating, hostile or offensive working or learning environment," and if the perpetrator knows that such an environment has been created, they said.

The different interpretations of this question and others resulted in three separate reports from the appeals board. The majority report was signed by the three women members: Claire Johnson of the Association of Part-time Undergraduate Students, Kirsten Krismer of the Graduate Students' Union and Gayle Murray of the U of T Staff Association.

The president's appointee, board chair Justice Arthur Martin, a retired Ontario Supreme Court judge, wrote one dissenting opinion; the other was written by Principal Arthur Kruger of Woodsworth College, appointed by the faculty association. Both thought the appeals board

should order another hearing.

However, Kruger was alone in finding that there "is not a shred of evidence" that Torfason's learning environment was affected.

Martin did not find evidence showing that Hummel intended to stare at Torfason and rejected the idea that Hummel had knowingly created a hostile environment.

Kruger said "... it is clear that Professor Hummel was unaware that his behaviour was offensive until ... August. Until then no one complained about his behaviour and he had no reason to believe that he was engaging in harassment. After that, there is substantial evidence indicating that Professor Hummel's behaviour in the pool changed considerably...."

All members except Martin agreed that mediation between the two parties had taken place. But Kruger said it was unfortunate that mediation had not been pursued more vigorously.

The original penalty prohibited Hummel from using the facilities at Hart House for five years. The appeals board changed the penalty; it said Hummel should be banned for five years, but only from the athletic wing of Hart House. The conviction will be recorded in Hummel's personnel file for one year (from March 14, 1989) rather than five, as ordered by the hearing board.

At a Dec. 8 news conference, President George Connell said justice was done. "I am satisfied that the sexual harassment policy has worked, in spite of the difficulty and the controversy that has surrounded the case," he said.

Gordon Cressy, vice-president (development and university relations), said the problem of harassment and violence against women continues to grow. "The issue of abuse against women is really a men's issue. As we break new ground we have to understand that what

was acceptable in an earlier day is no longer acceptable."

The board's finding can be appealed to the Ontario Court of Appeal. Hummel said he will consult his lawyer, Morris

Manning, before deciding on further action. Although the appeals board cannot order the University to pay Torfason's legal fees, it strongly recommended that U of T do so.



Light touch

Hart House chaplain Eilert Frerichs decorates the Christmas tree in the Great Hall. Members spent an afternoon stringing garlands and hanging tree boughs in doorways to add a touch of cheer.

PETER LEGRIS

Managers' group forms

by Karina Dahlin

MANAGERIAL STAFF members are planning to establish an association for people who won't be represented by any group if the U of T Staff Association (UTSA) joins the Canadian Union of Public Employees as a certified bargaining unit.

"Our basic aim is to promote good relations with the University, not to confront," said David King, vice-principal of Innis College.

A committee of 12, which has discussed the issue for two years, didn't make their talks public because they didn't want

to be seen as influencing UTSA's union drive, King said.

UTSA president David Askew said he thinks the move to form a managers' association is somewhat premature, given that the outcome of the certification vote is not yet known. "But presuming we win the vote, it makes sense for managers to form their own group," he said.

At an inaugural meeting Dec. 5, 40 people discussed the purposes of the proposed management association, passed an interim constitution and established three subcommittees.

Boards split on transfer

THE ACADEMIC and Business Boards are split over whether to give the Royal Conservatory of Music (RCM) title to McMaster Hall and its Bloor St. property.

On the advice of the Planning & Priorities Committee, the Academic Board accepted the draft separation agreement Dec. 7 but the Business Board rejected it as an unwise business decision Dec. 4.

The Executive Committee of Governing Council meets today to consider the matter. Council could make a final decision at its Dec. 21 meeting. It agreed in principle to separation in 1985.

President George Connell recommended approval saying the role of the conservatory is distinct from that of the University.

Under the terms of the agreement, the conservatory would own the 108-year-

old Bloor St. building and the land it sits on. Before the site could be sold, RCM would first have to offer it to the University for \$10 million, adjusted for inflation.

If the agreement is not approved, the conservatory could remain affiliated with the University indefinitely, Connell told the Academic Board.

The University would then be responsible for repairs and renovations to McMaster Hall to make it comply with fire and safety standards at an estimated \$7.5 million. This does not include the cost of modernizing the building.

Connell said he would prefer not to part with valuable land, but the University has an obligation to RCM in recognition of the property it gave up in 1954 when it became affiliated with U of T and its assets were transferred.

BIU sharing clears path

THE ONTARIO Council of University Affairs (OCUA), the government advisory body, has responded to the initial enrolment requests from Ontario universities by dividing the 45,600 available basic income units (BIUs) among six categories.

Enrolment negotiations between the

universities and OCUA, now entering their third stage, will result in the establishment of provincial enrolment targets for 1995. Grants and new programs are at stake in the talks.

The BIU split means U of T will be able to pursue its first-round objectives — adding students in the doctoral stream and in science and engineering.

But OCUA said a University proposal for PhD programs in nursing and pharmacy does not conform to council priorities. As a result, U of T will not seek these new programs in the current negotiations, although it may do so in future.

In its Dec. 1 response to the first submissions, the council allocated 32,400 BIUs to direct-entry undergraduate programs, 4,700 to science and engineering at the graduate level, 3,300 to teacher education and 5,200 to doctoral programs. It assigned no BIUs to health science enrolment or French language programs, the other first-round categories, but will allow for growth in these areas as part of the other four priority areas. This allows U of T to continue to negotiate for BIUs in the physical and occupational therapy and master of health sciences programs.

New writer

WITH THIS issue, Gay Abbate joins the Department of Communications as a writer for the *Bulletin* and the *U of T Magazine*.

Abbate graduated from U of T (Scarborough College) in 1968 with a bachelor of arts degree in romance languages. In 1970 she received a master of arts degree in Spanish language and literature from U of T and went on to further study at the University of Kentucky in Lexington, where she taught Spanish and Italian.

On her return to Toronto, Abbate began a career as a journalist and in 1984 became a regular contributor to *The Globe and Mail*, specializing in municipal affairs in Scarborough, East York and the Regional Municipality of Durham, east of Metro.

Season's Greetings



The Department of Communications wishes you a happy holiday and a successful new year. Clockwise from top left: Ailsa Ferguson, Marion de Courcy-Ireland, Peter Legris, Sandra Sarnier, Karina Dahlin, George Cook, Gay Abbate, David Vereschagin, Nancy Bush, Margaret MacAuley, Jane Stirling, John Aitken and Greg Holman. Absent: Jewel Randolph.

GREG HOLMAN



Cash on hand

Professor Michael Finlayson and Alec Pathy, vice-president (human resources), United Way co-chairs, hold the University's contribution to the Metro Toronto and Peel campaigns. William Currie, director of the Toronto effort, was on hand at the Koffler Student Services Centre Dec. 6 to accept the \$500,000 donation.



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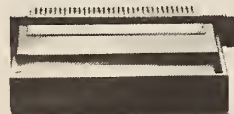
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Notebook

Judi Schwartz, curator of the Justina M. Barnicke Gallery in Hart House, has been a Rolling Stones fan from the beginning; she keeps a picture of **Mick Jagger** in her desk. On Dec. 4, at 3:50 p.m. (she remembers the exact time), she walked into the gallery (now showing the **Reader's Digest** Collection: from Monet to Picasso) and recognized Jagger among the guests. "At first, I was in shock," she said. "We have many noteworthy visitors, but you really don't expect to walk in and see Mick Jagger." As he prepared to depart (after purchasing a poster) Judi asked him if he had enjoyed the exhibition. Jagger said he had, very much. Not surprising, really; Mick ain't the only one with mixed interests. The show has been a great success, with "amazing crowds — 900 to 1,000 people a day, more on weekends," Judi reports. It runs until Saturday, Dec. 16. The Stones played SkyDome last week; they are currently on a world tour.

Where would democratic socialism be without the University? Both departing NDP leader Ed Broadbent and newly elected leader **Audrey McLaughlin** hold U of T degrees: Broadbent received a PhD in 1966, McLaughlin a master of social work in 1970.

In years gone by, Robertson Davies, past master of Massey College (and a work of the devil in his own right) made a practice of reading ghost stories on special occasions, to the delight of Massey's denizens and friends. Now **Ann Saddlemeyer**, Davies' successor, has initiated a new holiday amusement. Instead of being entertained by the master at last Saturday's Christmas Gaudy, denizens entertained the master (and each other) by reading original limericks and clerihews on themes related to Massey and the season. A distinguished panel of judges chose the best poems. We hope to publish the winners' wittiest work in the new year. The clerihew, named for its inventor, Edward Clerihew Bentley (1875-1956), author of *Baseless Biography*, is a four line poem in rhyming couplets, the flatter the better. Ann supplied this erudite example of the form:

John Stuart Mill,
By a mighty effort of will,
Overcame his natural bonhomie
And wrote *Principles of Political Economy*.

Ontario universities are not pleased with an increase in provincial operating support of 2.2 percent (*Bulletin*, page 1) — a real decrease in purchasing power. But we detect a telling absence of **panic** in the expressions of concern — despite the prospect of institutional **deficits** in the order of tens of millions of dollars and the most damaging program **cuts** in 15 years of underfunding. Do university presidents know more than they are saying? Will Ontario — the "accessibility province," ninth in spending per student — force higher education into **debt**, or will the government save itself a chronic headache by helping universities balance their budgets? Our sources will not rule out the possibility of an announcement of supplementary funds in the new year, if common sense prevails. Stay tuned.

At its Dec. 4 meeting, the Business Board discussed the separation agreement with the Royal Conservatory of Music. The serious business was punc-

uated by some lighter moments. **Eugene Kash**, president of the RCM faculty association, said it would be easier to express his passionate support of an independent conservatory with his violin. Later **Brian Hill**, an alumni member of the board, said he believes the University contributed to the well-being of the conservatory in many ways, but not, perhaps, by housing it in dilapidated McMaster Hall which, Hill reminded his colleagues, "was built as a Baptist theological school and is best suited for that."

On Jan. 5 at 1 p.m., CTV's "Shirley," with Shirley Solomon — Canada's answer to Phil Donahue — will broadcast a show dealing with the use of animals in research. The University is represented on the panel by **Carol Greenwood** of nutritional science and **Jim Kenyon**, director of animal care at the Toronto Hospital. In the audience: Manny Farber of pathology, Peter Munsche of research relations, Rosalind Bugala of research administration in medicine, Peter Pennefather of pharmacy, Richard Miller of immunology, Richard Renlund of comparative medicine, George Harapa, University veterinarian and Debora Sweeney and Kerry Kincaid of public and community relations. In the opposing camp, the Toronto Humane Society's Tita Zierer and others.

In a previous issue, we told you that the Association of Part-time Undergraduate Students was about to consider a proposal to donate \$100,000 to Woodsworth College, the full-time home of part-time students at the University. (APUS has about \$330,000 in the bank). But what with term papers and tests, the Nov. 20 meeting of APUS class reps failed to reach quorum and consideration of the matter was put back to Jan. 23. Meanwhile, APUS is taking the lead in drawing up a proposal for a University **Teaching Development Service**. The association, with GSU, SAC, UTFA and CUEW, Local 2, plans to ask Provost Joan Foley to consider the possibility of creating TDS to help professors and their assistants improve their teaching and help students get more out of class.

At the Nov. 28 meeting of the University Affairs Board, chair **Alex Waugh** cautioned all members to be brief. So, when **Michael Wills**, the University's consulting physician on occupational health, gave a talk on second-hand smoke, he didn't waste time. As he finished, he apologized for speaking so quickly. Said Waugh: "You wouldn't have been able to if you'd been a smoker."

If you read the *Financial Post* Nov. 25, you will remember a special section on the **Faculty of Management**. Dean **Roger Wolff** initiated the project, **Brendan Wicks** of public and community relations and Bruce McDougall, a Toronto freelance writer, produced the editorial material and chose the photographs. The *Post* sold the ads. The lead article in the eight-page supplement listed some of the recent Breakthrough contributions from business to the faculty: \$1 million each from the Canadian Imperial Bank of Commerce and Xerox of Canada Ltd., \$500,000 from Canadian Pacific Ltd., \$350,000 from Olivetti Canada Ltd., \$250,000 from Confederation Life Insurance Co. and \$100,000 from the Campbell Soup Co. Ltd. That's \$3.2 million on the way to \$5 million, the goal.

Briefs

Sociology escapes dairy, moves to 203 College

THE Department of Sociology will soon leave the North Borden Building for 203 College St., at the corner of College and St. George Sts., at a cost of \$495,000. The Executive Committee of Governing Council is expected to ratify the decision at today's meeting. The department will occupy the entire fourth and fifth floors and part of the third at 203. The building was the home of the Faculty of Forestry prior to its move to the Earth Sciences Centre. Sociology will share the premises with other offices, Secretarial & Word Processing Services and the Innovations Foundation. The mail room and the fine art studio will stay in the North Borden Building. Sociology has been in its current home, a former dairy, since 1964. Faculty and other staff have complained for years about the poor working conditions in the Borden Building, especially in summer. While the University upgraded the fire alarm system and installed a basement sprinkler system this year, the building remains poorly ventilated and heated. At last estimate, a full-scale renovation would have cost more than \$8 million.

No intent to abuse: Neelands

VIDEOS and films should be screened before they are shown in public, says David Neelands, assistant vice-president (student affairs). Neelands made the suggestion at the Nov. 28 meeting of the University Affairs Board. He told the board that on Oct. 13 the Muslim Students' Association showed *The Other Israel*, a videotape that could be defined as hate literature. Since the screening, the MSA has disassociated itself from the video, which was not pre-screened. "I concluded there was no intent by the officers of the association to abuse anyone," Neelands told the board. In a recent memo to campus organizations, he said the University will withdraw recognition from groups whose activities infringe on others' rights and freedoms.

Haist review likely

PROVOST Joan Foley has proposed a special committee to review the Haist Rules on the appointment, dismissal and granting of tenure to academic administrators. At its Dec. 7 meeting, the Academic Board postponed establishment of a committee pending agreement by the U of T Faculty Association. The association's executive committee will discuss the proposal today. UTFA president Fred Wilson told the board he does not foresee opposition. The Memorandum of Agreement between UTFA and the University requires the concurrence of both before a review can take place. The provost would like to discuss committee membership, the appointment process for associate deans, the office of the vice-dean, the role and responsibility of department heads and the length of terms and number of renewals. The Haist Rules, last amended in 1977, were established in 1971.

Committee formed

AN AD HOC committee on homophobia has been formed to combat a perceived anti-gay mood on campus. The committee, composed of students, faculty and staff, was formed in November and has scheduled its second meeting and a news conference for next month, according to Professor David Rayside of the Department of Political Science. Rayside said the committee will form two working groups, one to study student residences and first-year orientation programs, the other to plan an "awareness week" to draw attention to the problems encountered by homosexual men and women. The committee also plans to submit a

brief to the Special Committee on Student Societies & Human Rights appointed by the University Affairs Board. In the longer term, it hopes to prepare a comprehensive report on the extent and character of homophobia on campus.

Survey to be taken

MONTREAL Trust, manager of the University's \$880 million pension fund, will send a letter to plan members early in the new year, asking if they approve of the divestment of pension funds from companies with links to South Africa. Both the faculty and the staff associations recommend divestment. As of last May, \$19 million was invested in 13 companies with interests in South Africa. Two years ago, Governing Council decided to divest, removing approximately \$1.6 million of the University's \$92 million fund from companies with South African connections.

Opinions sought

MARRIOTT Corp. of Canada Ltd., the company that holds the contract to provide food at various locations on campus, has set up committees, jointly with the University, to get input on menus. Committees are now operating at the Medical Sciences Building, New College, University College and Innis College. Similar groups are in the process of being organized at Robarts Library, the Sandford Fleming Building, the Edward Johnson Building and the Athletic Centre. The establishment of these committees was a requirement of the contract awarded to Marriott. They are made up of students, staff and faculty and vary in size. The need for food committees was identified by the University's food services advisory committee last year. They meet several times a semester.



Home away from home

The Sigmund Samuel Library is a favourite place these days to catch up on reading and sleep.

Christmas holiday hours

THE UNIVERSITY will be closed from Monday, Dec. 25 to Monday, Jan. 1.

The Computer Shop and the Bookstore will be closed Dec. 23 and Dec. 30 to Jan. 1 and open Dec. 27 to 29 from 10 a.m. to 5 p.m.

The athletic wing of Hart House will be open from 7 a.m. to 6 p.m. Dec. 24 and 31; and from 12 noon to 6 p.m. Dec. 25 and Jan. 1. From Dec. 26 to 30, the hours will be 7 a.m. to 9 p.m. The Athletic Centre closes at 5 p.m. Dec. 22 and reopens at 7 a.m. Jan. 2.

On the St. George campus the U of T Library will have restricted service Dec. 22 and will be closed Dec. 23 to 27 and Dec. 30 to Jan. 1. The Robarts Library will be open Dec. 28 and 29: circulation and reference service from 8:30 a.m. to 5 p.m., microtext from 9 a.m. to 5 p.m. The Sigmund Samuel, Science & Medicine, Law and Engineering Libraries will be open Dec. 28 and 29 from 9 a.m. to 5 p.m. Normal hours will resume Jan. 2.

On the Erindale campus, the library will be closed Dec. 23 to 27 and Dec. 29 to Jan. 1 and open Dec. 28 from 8:45 a.m. to 5 p.m. From Jan. 2 to 5 the hours will

be 8:45 a.m. to 5 p.m. and on Jan. 6, 10 a.m. to 5 p.m. with restricted service. The library will be closed Jan. 7 and will resume normal hours on Monday, Jan. 8.

On the Scarborough campus, the library will close at 6 p.m. Dec. 22 and remain closed Dec. 24 to Jan. 1. From Jan. 2 to 5 the hours will be 8:45 a.m. to 5 p.m. and on Jan. 6 and 7 the library will be closed. Normal hours will resume on Monday, Jan. 8.

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Benefit Plan Rate Change

Canada Life Assurance Company has advised the University that the rate for \$1,000 of coverage in the Group Life and Survivor Income Benefit has been increased. As at December 1, 1989, the cost of coverage will be \$.28 per \$1,000. The following is the impact of the new rate:

Basic Coverage (one times salary)
University: \$.28 per \$1,000 of coverage
Employee: nil

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Architects top list of working grads

MORE THAN three-quarters of those who received bachelor of education degrees last year had permanent jobs by spring convocation, according to a report released last month by the U of T Career Centre.

The survey reveals a 52.6 percent increase in employment rates for education graduates over the previous year. But the percentage of graduates of the Faculty of Arts & Science who found permanent employment dropped four percent.

By June, only 23.5 percent of graduates with arts and science degrees had found full-time, permanent employment, compared to 69.7 percent of those graduating from commerce, 54.5 percent from engineering and 100 percent from architecture.

The 1989 report, the seventh of its kind, contains the results of a survey taken among graduates during spring convocation.

The respondents, all of whom had just completed their undergraduate programs, were asked to fill in a one-page questionnaire while they gathered for convocation. They were asked to give their employment status and to say if their job was full- or part-time, permanent, temporary or seasonal. If they were unemployed, they were asked whether

they were looking for work. The survey also asked questions regarding plans for further education and the use of the Career Centre.

The report shows that the job market was relatively favourable for finishing U of T students, with education, commerce and engineering graduates reporting that there are proportionately more jobs this year than last.

Marilyn Van Norman, director of the Career Centre, said the picture for arts and science grads is better than it seems. Among students who graduated without employment were those not in search of a job. There were also those who, while not employed in a full-time, permanent position, had found temporary or part-time work.

If one focuses primarily on the figures concerning those arts and science graduates who are unemployed despite actively searching for work, Van Norman explained, the numbers are less daunting.

"I think it's a good time to be graduating with any degree," she said. "Employers look at arts and science degrees very positively. They understand these graduates have a great deal of knowledge and recognize that this knowledge is applicable in the workplace."

June is early in the year and, even in a good labour market, finding satisfac-

tory employment takes time, Van Norman said. Furthermore, convocation occurs during the regular work week, meaning many employed graduates may not be attending.

The Convocation Survey Report is forwarded to principals, deans and chairs.

Search committee

Director, Institute for International Programs

A COMMITTEE has been established to recommend to the president a director for the Institute for International Programs from July 1. Members are: Professor J.F. Keffer, vice-president (research) (chair); Professors M.E. Charles, vice-dean, Faculty of Applied Science & Engineering; Jon Cohen, acting dean, School of Graduate Studies; Rebecca Cook, Faculty of Law; Victor Falkenheim, Department of East Asian Studies; R.F. Garrison, Department of Astronomy; G.K. Helleiner, Department of Economics; A.H. Melcher, vice-provost; Brian Merrilees, Department of French; R.H. Sheppard, director, international relations, Faculty of Medicine; and Pamela Stokes, Institute for Environmental Studies; and Takehide Nakajima, manager, Office of the Executive Vice-President (Western Canada and Asia/Australasia), Canadian Imperial Bank of Commerce; David Zakus, graduate student, Department of Health Administration; and Anne Nesbitt, Office of the Vice-President (Research) (secretary).

Nominations and comments are welcome. These may be submitted to Anne Nesbitt, room 112, Simcoe Hall, or to any member of the committee as soon as possible and ideally before December 15.

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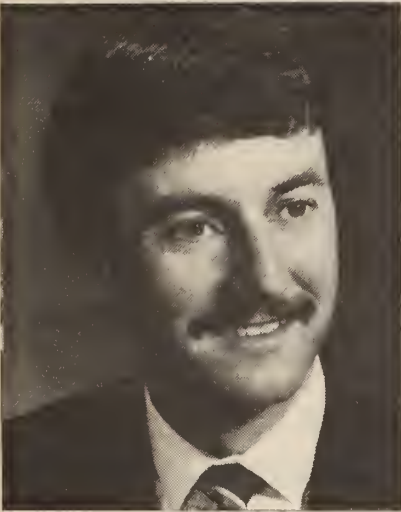
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Athletic director appointed



Ian McGregor

ON APRIL 1 Ian McGregor, currently director of athletics and recreation at St. Mary's University in Halifax, will become director of the University's Department of Athletics & Recreation. He replaces Gib Chapman, who left Toronto earlier this year to become director of men's athletics at the University of New Hampshire. McGregor, 43, a graduate of the University of Aberdeen, Scotland, received a doctorate in chemistry in 1973 from Simon Fraser University in Burnaby. He held several administrative posts at SFU before joining St. Mary's in 1985. Under his direction, SMU opened a \$7 million sports facility. McGregor is the author of a manual and several articles on risk management for athletic and recreational organizations. At U of T, he will oversee the operations of 43 Varsity Blues teams in interuniversity athletics and extensive programs in fitness and recreation.

Land sale essential: McConica

ST. MICHAEL'S College will ask for financial compensation if the City of Toronto decides to freeze development on the downtown campus, says college president James McConica.

St. Michael's has agreed to sell 2.3 acres of land on the southwest corner of Bay and St. Mary Sts. to Tridel Corp. The developer wants to build a condominium complex on the site.

The transaction is necessary to maintain the financial health of the debt-ridden college. "The sale will save the college," McConica said. "It is not too dramatic to say that."

At a meeting of city council Nov. 2 Councillor Howard Levine said development of the St. George campus should be restricted to academically related facilities. He has asked the city planning department to study the subject.

McConica said he expects the question of commercial development of University lands to be raised when the council discusses Tridel's development proposal, perhaps in February.

The sale price of the St. Michael's land has not yet been set. McConica said it will be determined by the density allowed in the area. Tridel is asking for permission to build to a density of 6.4 times the total area of the land. The current zoning allows four times coverage.

The proposed 32-storey condominium tower is opposed mainly by residents in neighbouring condominiums on Bay St. but is supported by students and staff of St. Michael's.

Meanwhile, at Victoria College, students

opposed to a 10-storey hotel development on St. Joseph St. say they hope to appear before the Ontario Municipal Board (OMB) when it considers the appeal of a city council ruling against the plan.

The college administration hopes to lease an area at Charles and St. Thomas Sts. to Wang & Danczkay Ltd. for a hotel development. The proposal is opposed by students and was rejected by city council Nov. 2. The college's board of regents decided Nov. 23 to appeal the decision to the OMB.

COU to leave Robarts

BY JULY 1 the Council of Ontario Universities (COU) will leave its office space in Robarts Library. The organization, which represents the interests of universities in their interaction with the provincial government, will move to another location, as yet undetermined, thus freeing library space for the University's Department of East Asian Studies.

U of T has agreed to pay the council \$200,000 to help defray the cost of relocation.

At the Dec. 4 meeting of the Business Board, members were told the University needs the space for the expansion of its East Asian collection.

The council has occupied 10,000 square feet on the eighth floor of the library since 1974. It pays \$19,800 in rent annually — less than \$2 a square foot — an amount originally calculated to cover only cleaning costs. By comparison, the University rents office space in the neighborhood at annual rates in excess of \$20 per square foot.

Last April President George Connell wrote to the council's executive director advising him COU would have to relocate by June 30. The council expressed its unwillingness to comply with the request and said U of T had an obligation to provide it with accommodation in the library or elsewhere on campus.

In October a mediator was appointed to help settle the dispute. He recommended that the council move and that the University provide financial assistance. On Nov. 3 the executive committee of COU approved the recommendation.

Senior staff salaries up

THE UNIVERSITY'S senior academic and administrative staff received an average salary increase of seven percent in 1989-90.

The Senior Salary Committee — made up of the chair and vice-chair of Governing Council, a lay person (usually the chair of the Business Board) and the president — reviews and approves U of T's top salaries. The committee made its report to the Business Board Dec. 4.

Approximately 160 academic staff (155.63 full-time equivalents), primarily professors, received a 6.9 percent increase, compared with 5.9 percent last year.

Members of the non-academic senior salary group, mostly vice-presidents and assistant vice-presidents, received a 7.1

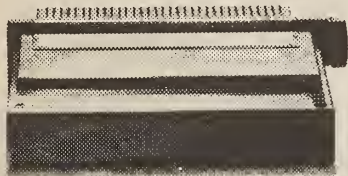
percent increase, also one percentage point more than the previous year. There are 10.38 FTEs in this group, or approximately 10 people.

About 25 "special-salary staff" (25.5 FTEs), including heads of academic divisions, received a 7.7 percent increase. In 1988-89, they received 7.2 percent. They are designated "special" because their annual salaries are below what is known as the senior salary floor.

For 1989-90 the floor was \$92,400. Next year it will rise to \$97,700. The 5.75 percent increase in the floor equals the economic increase awarded to faculty members this year. Administrative staff received a base increase of 5.6 percent, plus merit increases.

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Wycliffe restored

WYCLIFFE COLLEGE has been awarded a grant of \$116,215 by the provincial Ministry of Culture & Communications to help restore the 99-year-old college building. The money will be used to preserve and restore architecturally significant parts of the structure. The college is spending about \$1 million to upgrade the facility which was designated in 1977 as historically important under the Ontario Heritage Act.

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Nota Bene

Publisher creates scholarships

BELAND HONDERICH, former publisher of *The Toronto Star*, has set up two scholarships to help disadvantaged students from the Regent Park and Cabbagetown areas of Toronto attend the University. Similar scholarships have been set up for students in the Jane-Finch area to attend York University. Honderich established the scholarships with \$500,000 he received upon his retirement in 1988 from Torstar Corp. which owns *The Toronto Star*. Honderich will match the Torstar money with a gift of his own.

The awards are worth \$1,500 annually and are renewable for up to four years. Each year starting next September two students from grade 10 through grade 12 in either Jarvis Collegiate or St. Joseph's College will be selected. They must have a good academic background and be in need of financial assistance to attend university. Students will be nominated by their schools and the winners will be selected by a committee which includes Honderich or his designate. To help the students further, Honderich will provide them with summer jobs at *The Toronto Star*. Karel Swift, director of student awards, said this is the first program in Canada to identify future scholarship winners early in high school.

Agreement signed

THE THIRD agreement between U of T and the Toronto School of Theology was signed Dec. 1 in the Council Chamber, Simcoe Hall. The signing ceremony was attended by 25 people, among them President George Connell, Robert McGavin, chair of Governing Council, Professor James Reed, director of TST, and Professor Goldwin French, chair of the TST board. The agreement, which includes provisions for academic freedom, involves seven TST colleges: Emmanuel, St. Michael's, Knox, Trinity, Regis, Wycliffe and St. Augustine's. They were represented by their presidents, provosts or principals and, in most cases, by the chairs of their boards. The first agreement between the University and TST was signed in 1978 and renewed in 1984. A review was carried out before the terms of the latest agreement were defined. It expires in 1994.

Dickens elected

PROFESSOR Bernard Dickens of the Faculty of Law has been appointed president-elect of the American Society of Law & Medicine. Dickens, who holds a cross appointment to the Faculty of Medicine, will serve as president of the 6,000 member association in 1990-91. It is the largest group of its kind in the world.

Trinity sends two

TRINITY COLLEGE students Karl Hansen and Michael Szonyi have been named this year's Ontario Rhodes scholars. Hansen, 21, is in independent studies at Trinity, specializing in environmental issues. He plans to study forestry and the environment. Szonyi, 22, is a student of Chinese and international relations. Currently pursuing a master's degree in Oriental studies at the National Taiwan

University, he will study Chinese history at Oxford. Each year 10 Rhodes scholarships are awarded in Canada. They pay the students' academic and living expenses at the University of Oxford for two years.

Donations received

ERINDALE COLLEGE's campaign to raise funds for a new Centre for Management & Social Sciences is \$110,000 closer to its \$3 million goal. The college has received a \$100,000 donation from First Professional Management Inc., a North York-based firm, and \$10,000 from Mutzak Realty Corporation Ltd. of Oakville. Mutzak has also pledged a further \$10,000 gift over the next five years.

Five honoured

FIVE MEMBERS of the Faculty of Management have been honoured by their division and the business community. The awards were presented Nov. 29 at a reception at the Royal Ontario Museum. Professor Gerry White was a triple winner with the Hostelry Institute's Gold Award for Excellence in Management Education, the Canadian Compensation Association Award of Recognition and the Toronto Art Directors' Award of Merit for his book *Intrapreneuring*. Professor George Day, currently on leave while serving as executive director of the Marketing Science Institute in Cambridge, Massachusetts, was the recipient of the Kappa Alpha Psi Foundation Award for Best Article Published in 1988 Contributing to the Practice of Marketing Management.

Finance professor John Hull won the Graduate Business Council Honour Award. Professor George Leonidas received the Teaching Excellence-Students' Choice Award as the year's outstanding teacher. Professor Brenda Mallouk was nominated by her faculty for the Undergraduate Teaching Award sponsored by the Students' Administrative Council.

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New book traces 200 years of learning

The world of the library

by Jane Stirling

THE IMPOSING building on the corner of St. George and Harbord Sts. is probably the most frequented facility at the University. The John P. Robarts Research Library serves thousands every week. Yet few of the faculty, staff and students who use it know much more about the library than that it provides books, periodicals and comfortable places to read.

In *Evolution of the Heart: a History of the University of Toronto Library Up to 1981*, Librarian Emeritus Robert Blackburn tells the story of the library, from the 1790s (when the University was seen as a defence against American influence) to its destruction in the fire of 1890, subsequent restoration, and the construction of the first separate library building.

Blackburn, who was appointed chief librarian in 1954, spent seven years following his retirement in 1981 researching, writing and editing the book.

"I felt there was an interesting story of importance to the University and to the international library community," he said. "Even those in other professions will be able to relate to the personnel, financial and organizational problems experienced here."

The book, which sets the library's story in social, political, academic and technical contexts, will also be of interest to readers who have known or know the actors, past and present: Donald Creighton, Sidney Smith and Claude Bissell, among others.

An academic library might seem at first glance to be too narrow and musty a setting for the transaction of any great scenes, but actually its repertoire is drawn from the poets and philosophers, the scholars and scientists of all places and all times. Its stage is all the world, and the prompter's script which it holds is immortality.

— from *Evolution of the Heart* by Robert Blackburn



The first library building, completed in 1892.

Blackburn wrote much of the book from personal experience. His University career began in 1947 when he was appointed assistant to Stewart Wallace, U of T's librarian from 1923 to 1954. In his early days, he met Wallace's predecessor Hugh Langton, librarian from 1892 to 1923.

"The three of us covered 90 years of history," he said. "I feel a personal connection with the library right back to the late 1800s."

The library's story begins in the late 1700s, almost a century before the fire of 1890 that destroyed most accounts

of its early development. To gather information about this period, Blackburn read biographies, diaries, University Senate minutes and newspaper accounts.

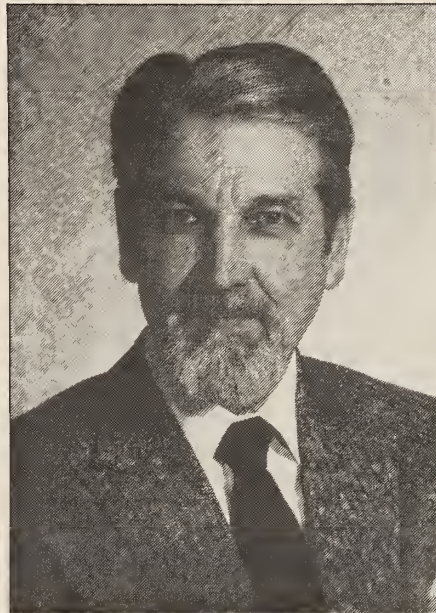
"I ended up with 1,200 footnotes for the archival edition," he said. "I only used one-quarter of them in *Evolution of the Heart*."

Up to 1890, the history is chronological. After that, he approaches his topic more subjectively, recounting events after 1947 in the first person.

During the 1960s the library underwent "tremendous transformations," Blackburn said, including the construction of Robarts (the largest academic library building in the world) and the Thomas Fisher Rare Book Library, and, with the expansion in the size and scope of the collection, the introduction of computers.

Evolution of the Heart is an insider's look at many of the issues Blackburn and his predecessors faced. But there's one question the author leaves unanswered. In the preface he says the library's history is a story with "several heroes and a few well-meaning villains."

Who are these well-meaning villains? "I'd like to let my readers find out for themselves," he said.



Robert Blackburn

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What am I doing to myself?

A new computer program helps provide the answer

IT'S TIME for your annual physical. You arrive at the doctor's office with questions on the state of your health: are you eating the right foods, drinking too much coffee, getting enough exercise? Half an hour later you leave, frustrated and none the wiser.

by Jane Stirling

This situation arises all too often, but it wouldn't if physicians routinely assessed their patients' lifestyles and if patients, in turn, asked more questions. A computer program that examines health habits may solve the problem.

Over the last nine years, Professor Harvey Skinner, chair of the Department of Behavioural Science, and three colleagues have developed a computer program that helps link habits to health problems. The computer asks patients questions about many aspects of their lives — nutrition, exercise, alcohol and drug use, smoking, sexual activity, family and social relationships, stress, even driving habits. It then displays a graph and printed report — the assessment of the individual's lifestyle — and provides a rating of excellent, good, fair or poor.

"The real value of this program is in prevention," Skinner said. "We want to shift our focus from fixing problems to finding out their causes. Often they are related to lifestyle."

Skinner would like family physicians to include the assessments in patients' medical histories. The program provides a "quick and systematic way" to pinpoint good and bad habits. "When patients come in for their annual examinations, the family physician should sit down and check their habits. But often there's just not enough time for busy doctors to do this," he said.

After completing the 20- to 30-minute program, the patient meets the physician to talk over the results. People are eager to discuss lifestyle and how it affects their health, Skinner said, but are often reluctant to initiate the discussion.

Doctors can avoid "confrontational assessments" by dealing first with the person's strengths. "Patting the patient on the back helps the dialogue. Then they can look at areas of concern and decide what action to take."

Lifestyle assessments, while valuable in preventing individual health problems, are not a panacea, Skinner said. If people relied solely on such tests, they might place too much emphasis on personal behaviour, ignoring other aspects of life — economic well being, for example, an important influence on health in the long-term.

Reduce drinking

In developing the program, Skinner and his colleagues — Dr. Marion McIntosh, formerly of the Addiction Research Foundation, Dr. Wilfred Palmer, chair of the Department of Family & Community Medicine and Martha Sanchez-Craig of ARF — tested 1,400 patients at the Toronto General Hospital and the Broadview Community Health Clinic. They used the test data to create a profile of their patients' habits and their attitudes to the health impact of certain lifestyles, and to measure the degree to which participation in the assessment reduced dangerous behaviours, such as excessive drinking.

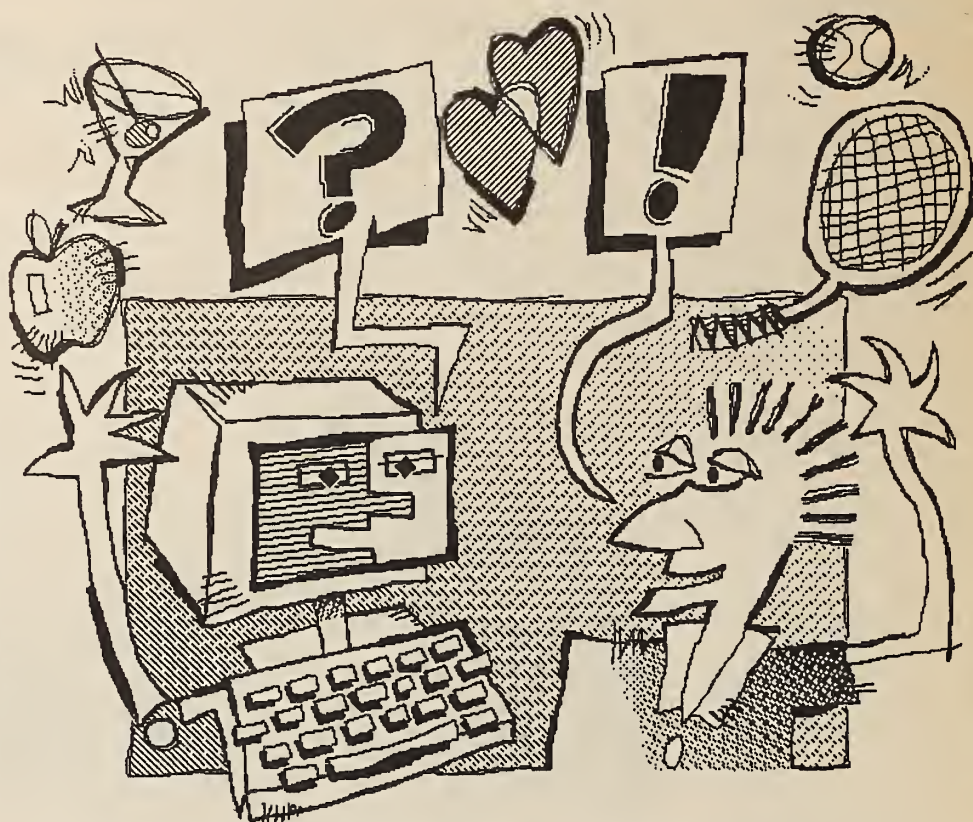
The areas most frequently cited by participants as weaknesses included lack of regular exercise (37 percent), inability to maintain weight within desirable limits and an inadequate network of friends and supports (both 31 percent). The most frequent health concerns involved poor nutrition and eating habits (69 percent), lack of exercise (51

percent) and weight (35 percent). Ninety-one percent said they thought their doctors should be up to date on their patients' lifestyles and able to provide advice and counselling or arrange for a referral to a specialist.

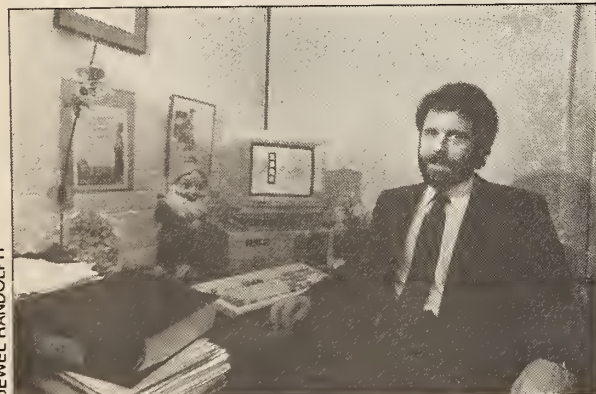
In evaluating the impact of the assessments on problem drinkers, the researchers provided half the patients with their results, while the rest received no feedback. During the six-month follow-up, both groups drank less and reduced negative behaviours related to drinking, such as absence from work. But those who received feedback reported fewer

consequences related to drinking than the others. The evidence suggests that feedback on the assessment may cause patients to drink less and change their habits, Skinner said.

Currently, Australian drug and alcohol counsellors as well as researchers at several North American universities, including Queen's University in Kingston, the University of Michigan and the University of Southern Illinois Medical Centre, are using the program. ARF now plans to put the program on the commercial market for use in medical offices, schools, correctional institutions and the workplace.



DAVID VERESCHAGIN



Harvey Skinner

LIBRARY

UNIVERSITY OF TORONTO

SCIENCE AND MEDICINE LIBRARY

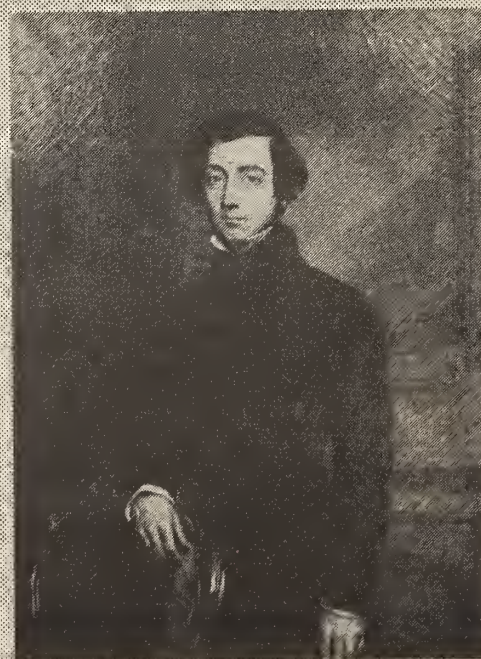
Periodicals Easier to Find

The current unbound (last two years) periodicals in the Science and Medicine Library will be designated FOR USE IN LIBRARY ONLY, starting January 1, 1990. Thus users should be able to find issues when they need them, instead of having to wait until another user returns them.

A pilot project was conducted last summer with 150 periodicals (selected as the most heavily used titles) to evaluate the overall impact of a no loans policy and to test procedures for substituting photocopies for loans via the Document Delivery Service. Photocopiers and more seats will be located in the current Periodicals Reading Room. The change in policy will make more periodicals available to more people more of the time.

Photocopies of articles from these periodicals will be available on the Document Delivery Service to faculty and graduate students for a fee of under \$3.00 for the average article. The price per page is expected to be 30 cents, effective January 1, 1990. Requests are received by mail; Fax (978-7666); NETNORTH (SCIMED@VM.UTCS.UTORONTO.CA); ENVOY (SCI.MED); or by telephone (978-2283).

TOCQUEVILLE AND THE OUTLOOK FOR DEMOCRACY



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Gender as a grammatical concept

TO THE EDITOR:

I read with interest the draft U of T Guidelines on Gender-Neutral Language (*Bulletin*, Oct. 30). The proposals strike me, in the main, as fair and sensible. At the same time, however, it seems to me that some of the details are illogical and inconsistent.

The selective glossary (section four) suggests that we use the word "actor" not "actress." On the other hand, it points out that women graduates are "alumnae" not "alumni." Surely the Latin suffix "-or" is just as much a masculine ending as the plural "-i." French, while distinguishing between "acteur" and "actrice," has always used a word for writer, "auteur" that applies equally to men and women. Recently, however, an attempt has been made in Quebec to introduce and legitimize the form "auteure." Who is the more correct feminist: the woman who wants to be known as an "actor" or the woman writer who insists on being referred to as an "auteure"?

In Italian there is a grammatical rule that restricts feminine plural endings to women, whereas a masculine plural can refer to both men and women. Similarly, "sorelle" always means sisters, whereas "fratelli" can mean either "brothers" or "brothers and sisters." Would an Italian feminist object to being subsumed as part

of a grammatically masculine form or would she simply regard the situation as a linguistic datum? Conversely, in Serbo-Croatian a male proper name which has a feminine suffix such as "Nicola" is declined as a feminine noun. Would a Yugoslav find this threatening to his manhood?

The problems here stem from a confusion in relation to the word "gender." Originally gender was a grammatical concept; grammatical gender may or may not have coincided with sex. In recent years "gender" has been given a very different meaning, that of a social and cultural construct as opposed to "sex," which then becomes a purely biological term. I have no quarrel with this usage (which, incidentally, is recognized in the new edition of the *Oxford English Dictionary*): clearly a word was needed and "gender" fits our needs. It is important, however, to recognize that the two senses in which "gender" is now used are very different. Do we really wish to saddle what is left of grammatical gender in our sparsely inflected language with all the implications which the word in its other meaning carries?

The guidelines suggest that we avoid the phrase "Mother Nature." That term is not part of my active vocabulary, not because I see it as sexist but because it

seems an intolerable cliché. At the same time I recognize how central the personification of nature as female is to our literature. On one of David Suzuki's recent television programs an Ojibwa woman elder spoke eloquently and movingly about "the raping of Mother Nature." Must we now stigmatize this phrase as unacceptable?

In Greek cosmology we hear how everything starts with the marriage of the sky and the earth. It is essential to the myth that the sky (Ouranos) is bio-

logically male and grammatically masculine, whereas the earth (Gaia) is biologically female and grammatically feminine.

I consider sexism an important issue in our society, but I also believe we can work towards eliminating objectionable behaviour without rewriting our language, our metaphors or our mythologies.

H.B. de Groot
Department of English

Language and sexism; the case for change

TO THE EDITOR:

*'Tis education forms the common mind:
Just as the twig is bent the tree's inclined.*

—Alexander Pope

Professor Emeritus D.J. Dooley ("Non-sense and neutering," Nov. 27) thinks that the Gender Neutral Language Guidelines will render the University's faculty "completely neutral, completely gender-free." He says he does not have "the necessary flexibility" to be part of it. Because he doesn't have such flexibility doesn't mean that the rest of us don't. I'm happy to get rid of such terms as "maintenance man," "right-hand man" and "businessman." When used generically, as they often are, these words can't help but alienate women. The sexism of these terms is written right into their fabric: history, habit and familiarity cannot change that. To think otherwise is not to think at all.

Dooley says that the demand for neutrality in language has a logical consequence: neutering. This attempt at humour hits below the belt. What are we talking about here — language or some

other form of communication?

He suggests "surgical operations" and a "unique dress code." If he has such problems, he should ad(dress) them himself rather than implicate the rest of us.

James Estes ("Honourable terms and the case for Man," Nov. 27) doesn't seem to realize the need to keep language up to date. The "educated of today" want a change, as they have in every age. I don't find the alternatives to chairman — chair and chairperson — "gratingly ugly," as he does. His threshold for things that are gratingly ugly seems to me quite low.

I do not find that the draft guidelines "go far beyond what is necessary, advisable or rationally justifiable," as Estes does. To me they are a necessary first foray into a very controversial area.

Constant adaptations to language — which is in every age a chameleonic medium — are essential for its good health. If Estes thinks a "refusal to follow the guidelines ... constitutes no evidence of sexism" then so be it. I disagree.

Peter O'Brien
Development & University Relations

Accurate information

TO THE EDITOR:

Tita Zierer's letter ("The treatment of animals," Nov. 27) does a disservice to the organization she represents and to herself. We appreciate that the use of animals in biomedical research is a sensitive issue, but to significantly misrepresent the nature and procedures involved in experimentation does not serve the best interests of the public.

We should like to point out that there is provincial legislation, the Animals for Research Act, which has governed all facets of research using animals in Ontario since 1971. As veterinarians and animal welfarists, we see it as our moral, ethical and legal responsibility to provide exemplary care for all animals used in biomedical research. The suggestion that veterinarians (who sit on animal care committees) would approve protocols in which painful procedures are carried out

without benefit of anesthesia and analgesia is unacceptable.

Ms Zierer's description of ketamine as a drug producing *only* paralysis in cats is inaccurate. Ketamine produces profound analgesia and a cataleptic state in cats *without* muscle relaxation, which allows minor surgical procedures to be carried out humanely.

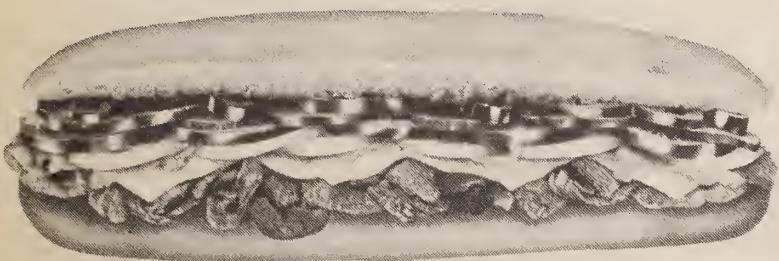
If the public is to make truly informed decisions regarding the use of animals in biomedical research, it is incumbent upon us all to provide them with accurate and factual information.

J.V. Douglas
B.H. Moloo

G.M. Harapa
R.C. Renlund

The authors are doctors of veterinary medicine. G.M. Harapa is University veterinarian. His colleagues work in the Division of Comparative Medicine in the Faculty of Medicine.

HEALTHY APPETITE?



SUBWAY'S STEAK AND CHEESE.

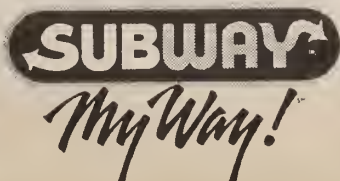
Sink your teeth into warm, steamy layers of sirloin, onions, peppers and melted cheese on our fresh-from-the-oven bread.

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Alternatives to hearings

TO THE EDITOR:

Having followed the sad case of my colleague Professor Richard Hummel from the outset, and having now read the lengthy annual report of the University's sexual harassment officer, I feel compelled to speak out.

The initial accusation of sexual harassment boggles the mind. Hummel and I often went swimming in the Hart House pool years ago when no women were allowed there. He has been a regular swimmer since and in the last couple of years I have again been swimming with him — until last spring. I have never seen anything that could give rise to such an accusation. How can one leer while swimming? What can one see, with or without goggles? Hummel is short-sighted, so without his glasses he sees even less than most of us.

It is hard to understand why a formal complaint was lodged. There must have been other ways in which the problem could have been solved without much fuss. If Hummel's swimming habits bothered the complainant, she could have switched sections; the Hart House pool is normally divided into four lanes. Or she could have gone to another pool. There is a bigger, better one at the University Athletic Centre. I don't think Hummel would have followed her.

After this, can any person on campus, male or female, feel safe from persecution? Hostility and suspicion soon replace friendly relations. Pity the younger romantic when a disappointed or rejected

lover's route takes him or her to the harassment officer's door.

The sexual harassment policy is now up for review. It should be changed to encourage the informal settlement of complaints — mediation and compromise rather than confrontation — with the hearing panel as a last resort. I hope future reports from the sexual harassment officer will not deplore the lack of formal complaints, but will take pride in having kept the number to a minimum. There is need of a sexual harassment policy, as truly serious cases are likely to emerge. It is a pity, however, that the case of the Hart House pool made the first big — even international — waves.

Olev Trass
Department of Chemical Engineering
& Applied Chemistry



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Letters from Readers

The burden of legal fees

TO THE EDITOR:

I am writing in response to Beverly Torfason's letter on the University's sexual harassment policy ("What cost justice?", Nov. 13). In my view, sexual harassment is a serious problem at U of T, as it is at the other Canadian and American universities with which I am familiar. The University's current efforts to deal with this problem are commendable but need to be strengthened. In particular, it is outrageous that a person who has filed a complaint of sexual harassment that has been upheld at the initial stage is not entitled to have her or his legal costs paid by the University at the appeals stage and at any subsequent proceedings.

The current policy is bound to have a chilling effect on victims of sexual harassment. Who will file a complaint knowing that she or he will face huge legal costs regardless of the merits of the complaint? It is difficult enough for the victims of harassment to pursue the issue through established channels, given

the prevailing attitudes towards sexuality in our culture and the relative power and position of the harasser and the victim in most cases. I know of a number of cases where victims have decided not to seek redress because of the personal, psychological, social and profes-

sional costs they felt they would incur if they pursued the matter. To add the financial burden of legal fees to these other costs is intolerable.

Joseph H. Carens
Department of Political Science

A thin cloud of shame

TO THE EDITOR:

In February 1989, a group of individuals appointed by the president unanimously decided that Beverly Torfason (whom I do not know personally, either directly or indirectly) had been sexually harassed. Subsequently, their decision was appealed. I have two brief comments on this situation. The first is that this university's penchant for allowing appeals *ad nauseam* on all decisions leads, once again, not to more justice, but to less.

The second comment relates to the fact that the harassment in this case was perpetrated by a male professor of engi-

neering. This tends to create a thin cloud of shame over all male engineering professors, a process that is only exacerbated when other male colleagues inexplicably seem to defend such behaviour.

I am sending a contribution to Ms Torfason to help support her legal costs brought about by this misguided "appeal" and to indicate in a concrete way where at least one male engineering professor stands on this issue. I invite my colleagues to do likewise.

P.C. Hughes
Institute for Aerospace Studies

In defence of foam

TO THE EDITOR:

In response to G.E. Mobbs' concerns regarding Marriott's use of plastic and foam products and their effects on our environment ("Plastic, plastic everywhere," Oct. 30) — my company considered the use of paper at the University and decided that foam products could be environmentally sound. We chose foam because it does not contain chlorofluorocarbons (CFCs); it is recyclable and can be incinerated safely; it can be used as landfill and produces no harmful gases when used for this purpose; its use protects our rain forests; water is not polluted by detergents used to wash reusable containers and water is conserved because there is no washing of containers; and fewer resources are required to manufacture foam than china, glass or paper.

In our opinion, the use of foam is not more harmful to our planet than china or paper. Foam products are wonderful insulators. They are light, inexpensive and sanitary. They have demonstrated their usefulness in institutional settings by preventing the spread of disease. The American Health Association says the substitution of reusable food service items for disposable products can be considered a regressive step, contrary to established public health practices.

We know that environmental issues are complex. We consider ourselves to be responsible and will choose to protect the planet when the choice is clear.

John Livesey
Senior food service director
Marriott Corp. of Canada Ltd.

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EQUIPMENT

The "Equipment Exchange" is a service co-ordinated by the Purchasing Department to facilitate the recycling of surplus equipment within the University.

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Daisywheel printer (w/ tractor feed, wheel, cable)	1	TEC BJ19B4	1985	Best Offer	" "
Video camera	1	Sony CCDV8K	1985	\$1,200	J. Beckwith 597-8797
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Glass display case, 3' x 6', with lock	1			Best Offer	D. Nayda 978-8374
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Events

Lectures

Analysis and Cloning of Genes Affecting Ah (Dioxin) Receptor Function.

Wednesday, December 13
Prof. Oliver Hankinson, University of California at Los Angeles. 4171 Medical Sciences Building. 4 p.m. (Pharmacology)

Earth Systems and Global Change.

Wednesday, December 13
Prof. Richard Peltier, Department of Physics; Natural Resources and the Global Environment: A Look to the Future series. Auditorium, Medical Sciences Building. 8 p.m. (Forestry and Arts & Science)

Common Sense of Racism: A Critique of Feminist Theory.

Monday, January 8
Prof. Himani Bannerji, York University; Popular Feminism lecture and discussion series. Boardroom, 12th floor, Ontario Institute for Studies in Education, 252 Bloor St. W. 8 p.m.

Colloquia

Organometallic Chemical Vapour Deposition of Thin Films of Aluminum and Aluminum Nitride.

Friday, December 15
Prof. Wayne L. Gladfelter, University of Minnesota. 158 Lash Miller Chemical Laboratories. 3:30 p.m. (Chemistry)

Events deadlines

Please note that information for Events listings must be received in writing at the Bulletin offices, 45 Willcocks St., by the following times:

Issue of January 8, for events taking place Jan. 8 to 22:
Monday, December 18

Issue of January 22, for events taking place Jan. 22 to Feb. 12:
Monday, January 8

Seminars

Functional Recovery Following Whole Skeletal Muscle Transplantation.

Monday, December 11
Prof. John Faulkner, Michigan State University. Boardroom, Benson Building. 4 p.m. (P&HE)

Leukotriene Blockers as Novel Treatments for Human Bronchial Asthma.

Thursday, December 14
Dr. Anthony Ford-Hutchinson, Merck Frosst Canada Inc.; University-industry scientific series. 4171 Medical Sciences Building. 4 p.m. (Faculty of Medicine)

Human Factors in the Design of Highway and Traffic Control Devices.

Monday, December 18
Prof. Robert Dewar, University of Calgary. 211 Rosebrugh Building. 3 p.m. (Industrial Engineering)

Music

ROYAL CONSERVATORY OF MUSIC

Carol Evening.

Wednesday, December 13
Featuring carols and traditional music for the holiday season. St. James Cathedral, King St. E. at Church St. 8 p.m.
Tickets \$4, students and seniors \$2.

Orff Ensemble and Apprentice Orff Ensemble.

Saturday, December 16
Alison Kenny-Gardhouse and Angela Elster, conductors. Concert Hall. 3 p.m.
Tickets \$4, students and seniors \$2.

Evening Series.

Monday, January 8
Martin Beaver and Tateso Nakajima, violin. Concert Hall. 8 p.m.
Tickets \$9, students and seniors \$6. RCM box office, 978-5470.

Information on all Conservatory concerts from the publicity office, 978-3771.

Meetings

Committee on Academic Policy & Procedures.

Tuesday, December 12
Council Chamber, Simcoe Hall. 4 p.m.

Governing Council.

Thursday, December 21
Council Chamber, Simcoe Hall. 4:30 p.m.

Business Board.

Monday, January 8
Council Chamber, Simcoe Hall. 5 p.m.

Exhibitions

SCHOOL OF ARCHITECTURE & LANDSCAPE ARCHITECTURE

La Manzana.

To December 15
Work of Barcelona architects Martorell/Bohigas/Mackay. The Galleries, 230 College St. Gallery hours: Monday to Friday, 9 a.m. to 5 p.m.

THOMAS FISHER RARE BOOK LIBRARY

From Manuscript to Printed Book in the Islamic World.

To December 15
An exhibition of the manuscript tradition and the earliest printed works in the Arabic script. 1st and 2nd floors. Hours: Monday to Friday, 9 a.m. to 5 p.m.

JUSTINA M. BARNICKE GALLERY, HART HOUSE

The Reader's Digest Collection: Monet to Picasso.

To December 16
A collection of 42 oils, pastels and sculptures. Both galleries. Gallery hours: Monday and Friday, 11 a.m. to 6 p.m.; Tuesday to Thursday, 11 a.m. to 8 p.m.; Saturday and Sunday, 1 to 5 p.m.

ROBERTS LIBRARY

Historic Warsaw.

To December 31
Photographs of palaces and monuments of pre-revolutionary Warsaw; co-sponsored by the Polish Heritage Society

of Canada. Main Display Area. Hours: Monday to Friday, 8:30 a.m. to 12 midnight; Saturday, 9 a.m. to 10 p.m.; Sunday, 1 to 10 p.m. (Public & Community Relations)

SCARBOROUGH COLLEGE

Fastwürms.

January 8 to January 26
Paintings on panel. The Gallery. Gallery hours: Monday to Friday, 11 a.m. to 4 p.m.

Miscellany

Neural Networks for Industry.

Tuesday, December 12 and Wednesday, December 13
Two-day workshop. Presenter: Prof. Geoffrey Hinton, Department of Computer Science. Regal Constellation Hotel. Information: Rosanna Reid, 978-8558. (Information Technology Research Centre and Telecommunications Research Institute of Ontario)

Transcultural Mini-Festival.

Tuesday, December 12
Celebrating the beginning of the 1990 UN World Literacy Year. Boardroom, 12th floor, Ontario Institute for Studies in Education, 252 Bloor St. W. 7:15 to 9:30 p.m. Tickets as space allows, \$5. Information: 924-7954. (OISE, World Future Society, Toronto/2000 and World Millennium Network)



This Turkish verse is an example of Persian calligraphy from a book published in 1848. Part of the exhibition "From Manuscript to Printed Book in the Islamic World" at the Thomas Fisher Rare Book Library until December 15. See Exhibitions.



HartHouse food services

HOLIDAY HOURS for Food Services 1989-1990



	LAST DAY	RESUMES
GREAT HALL <i>Dinner Service:</i> <i>Lunch Service:</i>	Friday, Dec. 8/89 Tuesday, Dec. 19/89	Monday, Jan. 8/90 Monday, Jan. 8/90
GALLERY CLUB <i>Dinner Service:</i> <i>Lunch Service:</i>	Friday, Dec. 15/89 Thursday, Dec. 21/89	Tuesday, Jan. 16/90 Monday, Jan. 8/90
TUCK SHOP <i>Regular Service:</i>	Friday, Dec. 22/89	Tuesday, Jan. 2/90
ARBOR ROOM <i>Weekends:</i> <i>Full Evening Service:</i> <i>Limited Evening Service (until 8:00 pm):</i>	Sunday, Dec. 17/89 Friday, Dec. 8/89	Saturday, Jan. 13/90 Monday, Dec. 11-15/89
<i>Days:</i>	Service until 4:00 pm - Monday, Dec. 18-21/89 Service until 2:00 pm - Friday, Dec. 22/89 Service until 7:00 pm - Tuesday, Jan. 2-5/90	
<i>Full Service</i>		Monday, Jan. 8/90

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Noon-2:30, 5-11 p.m., Mon.-Fri. Sat. 5-11 p.m. Sun. 5-10 p.m.

Research Notices

For further information and application forms for the following agencies, please contact ORA at 978-2163.

Christmas Vacation Period

Members of the University community are reminded that the Office of Research Administration will be closed from 5 p.m. Dec. 22 to Jan. 1, inclusive.

Applications with deadlines falling between these dates should be submitted to ORA for review and signature during the two weeks preceding Christmas.

Atmospheric Environment Service

The AES science subvention program promotes and supports the development and maintenance of research and

provision of highly qualified manpower in meteorology and atmospheric science. High priority is given to research projects which support and enhance weather prediction, particularly extreme conditions. Program information and application forms are available at ORA. Deadline is January 15.

Canadian Electrical Association

CEA invites the submission of proposals on the following: 8926 U 737 A market assessment of the potential for electrotechnologies in the commercial sector; 8923 U 736 Survey of commercial and industrial adjustable speed drive owner experience; 8910 U 735 Humidity control: state-of-the-art review.

Further details and application format available from ORA. The closing date for receipt of proposals for all projects is 4 p.m. January 11, in Montreal.

Ministry of Colleges & Universities

The purpose of the university research incentive fund is to encourage universities and the private sector to enter into cooperative research ventures. The program will match, dollar for dollar, eligible investments by the private sector in university-based contract research.

Researchers interested in applying for a URIF award are encouraged to contact ORA in advance of the deadline date to discuss the contracts or research agreements with the corporate partner, if these are

not already in place.

Detailed information and application forms may be obtained from ORA. Deadline for receipt of applications at the ministry is January 31. Internal deadline at ORA is January 24.

Ontario Ministry of the Environment

The pesticides advisory committee supports research relating to use of pesticides in Ontario. Proposals should focus on potential environmental hazards and alternative approaches to pest control. Deadline is January 26.

Ontario Ministry of Health

Supervisors and students are reminded that the usual University regulations and signature requirements apply to applications submitted to the ministry's fellowship program for post-graduate research experience and graduate study support.

Application forms and guidelines are available from ORA. Deadline for both categories of fellowship support is January 15.

Upcoming Deadline Dates

Addiction Research Foundation — scholarships and fellowships: January 31.

Amyotrophic Lateral Sclerosis Society of Canada — research grants: January 31.

Arthritis Society — research grants: December 15.

Atmospheric Environment Service — research grants: January 15.

Canadian Electrical Association — identified research proposals only: January 11.

Canadian Fitness & Life-

style Research Institute — research grants: December 15.

Canadian Foundation for Ileitis & Colitis — summer student scholarships: January 15.

Canadian Psychiatric Research Foundation — research grants, fellowships: December 15.

Centre for Studies in Defence Resources Management — research grants: December 15.

Damon Runyon-Walter Winchell Cancer Fund — physician scientists awards: December 15.

Gerontology Research Council of Ontario — advanced student bursary: January 15.

Government of Canada — visiting fellowships: December 15 at NSERC.

Hannah Institute — undergraduate summer studentships: January 20.

Health & Welfare Canada, National Welfare Division — senior welfare research fellowships: December 15.

Huntington Society of Canada — fellowships and research grants: December 31.

Institute for Prevention of Child Abuse — research grants (stage 2): December 15.

Kidney Foundation of Canada (Allied Health Council) — scholarships and research grants in nephrology and urology: January 15.

Lalor Foundation — (re-

productive physiology and biochemistry) post-doctoral research: January 15.

March of Dimes (US) — education and medical services program: January 1.

Medical Research Council — completed MRC 33, 34 and 35 forms (Nov. 1 competi-

tion): internal deadline at ORA, December 18; dental fellowships: January 1.

Ministry of Colleges & Universities — university research incentive fund: for Jan. 31 ministry deadline, internal deadline at ORA, January 24.

Muscular Dystrophy Association (Canada) — fellowships: January 15.

National Cancer Institute of Canada — G.E. Richards fellowship: December 15.

NSERC — visiting fellowships in Canadian government laboratories: December 15;

updates to personal data forms: December 31.

Ontario Deafness Research Foundation — research grants: January 31.

Ontario Heritage Foundation — Niagara Escarpment research grants: December 31.

Ontario Ministry of the Environment — pesticides advisory committee: January 26.

Ontario Ministry of Health — graduate studies and research fellowships: January 15.

Ontario Ministry of Natural Resources — renewal resource research grants: December 31 (please note extension).

Retinitis Pigmentosa Eye Research Foundation — research grants: January 15.

Savoy Foundation — (epilepsy) studentships: January 15.

Smokeless Tobacco Research Council — research grants: December 31.

Spinal Cord Research Foundation — research grants and fellowships: January 2.

Whitehall Foundation — grants-in-aid: January 1.

PhD Orals

Graduate faculty please call the PhD oral examination office at 978-5258 for information regarding time and location for these listings.

Friday, December 15

D. Moira Glerum, Department of Biochemistry, "Characterization of Cytochrome C Oxidase Defects in Cultured Skin Fibroblasts." Prof. B. Robinson.

Matthew Kenneth Litvak, Department of Zoology, "Predator Avoidance, Foraging Behaviour and Social Transmission of Information in Fish Shoals." Prof. R.I.C. Hansell.

James Douglas Lowe, Department of Aerospace Science & Engineering, "Precision Stationkeeping Control Strategies for Heavy-Lift Hybrid Lighter-Than-Air Vehicles." Prof. J.D. DeLaurier.

Elizabeth Anne McLellan, Department of Nutritional Sciences, "Studies in the Induction of Aberrant Crypt Foci during Colon Carcinogenesis in Mice and Rats." Profs. R.P. Bird and W.R. Bruce.

Bruce William Milne, Department of Political Science, "Privatization: A Study of the British Columbia State." Prof. C.J. Tuohy.

Ronald Peter Podhorodeski, Department of Mechanical

Engineering, "New Approaches for the Solution of Inverse Instantaneous Kinematic Problems and of Contact Forces in Multiple Contact Grasping." Profs. R.G. Fenton and A.A. Goldenberg.

Evan Timothy Thompson, Department of Philosophy, "Colour Vision and the Comparative Argument: A Case Study in Cognitive Science and the Philosophy of Perception." Prof. L.W. Fergusson.

Marta Valenzuela, Department of Education, "Mother-Input Attachment, Developmental Status and Quality of Home Care in Young Chronically Undernourished Children." Prof. O. Weininger.

Monday, December 18
Catherine Lesley Biggs, Department of Community Health, "The Professionalization of Chiropractic." Prof. D. Coburn.

Ines Anna Maria de Lannoy, Faculty of Pharmacy, "Parallel Organs in Drug and Metabolism Processing: The Liver and Kidney." Prof. K.S. Pang.

Julie LeBlanc, Department of French Language & Literature, "La Subjectivité et les stratégies de sa représentation dans quelques romans de Gilbert La Rocque." Prof. P.J.G.O. Perron.

Yehiam Ian Noy, Department of Industrial Engineering, "Attention and Performance while Driving with In-Vehicle Displays." Prof. N.P. Moray.

Saroja Polavarapu, Department of Physics, "Midlatitude Cyclones and Cyclogenesis." Prof. W.R. Peltier.

Tuesday, December 19

Lucie Martineau, Department of Community Health, "Substate Availability and Temperature Regulation during Cold Water Immersion in Humans." Prof. I. Jacobs.

Wednesday, December 20

James Leslie Kirkland, Institute of Medical Science, "Adipocyte and Ageing." Prof. C.H. Hollenberg.

Friday, January 5

Lori Anne Allison, Department of Biochemistry, "Evolutionarily Conserved Domains in the Largest Subunit of RNA Polymerase II." Prof. J. Ingles.

Alexander William Fullerton, Department of Astronomy, "The Incidence and Nature of Absorption Line Profile Variations among the O Stars." Prof. C.T. Bolton.

Thursday, January 11

Ross Creighton Leckie, Department of English, "A New Knowledge of Reality: Wallace Stevens: Use of Metaphor and Syntax as Modes of Perception." Prof. J.H. Riebetanz.

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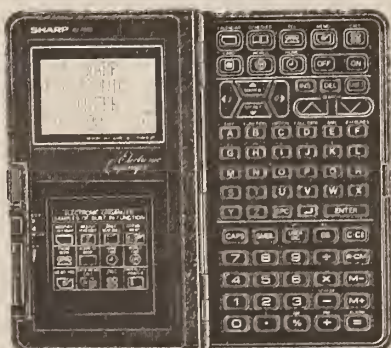
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Accommodation Rentals Available -- Metro & Area

Bloor/U of T. Luxury studio apartments in renovated Victorian house. Laundry facilities, parking. Could be totally equipped including microwave, china, dishes, linens, TV, etc. Immediate. Call 971-6094 or leave message.

Sussex/Brunswick/Harbord. From December 1 to April, \$1,295 inclusive (somewhat flexible). Main-floor duplex; quiet, comfy, beautifully furnished, fully equipped (bikes, Rosenthal, Cuisinart, Chippendale to Roalt!). Fireplace, 6 appliances. 1 bedroom, small study, studio, private back garden. Non-smoker(s). Pet welcome. References. 964-7270.

5-bedroom furnished house near High Park and TTC, available for 6 or 7 months from January 1. \$1,500/month (negotiable) including heat. Phone 537-4772 or 978-4106.

Architect-renovated 3-storey house + finished basement. 4 bedrooms, 3½ bathrooms, living, dining, kitchen, Jacuzzi, fireplace, deck, garden, 5 appliances, furnished. For +/- 6 months from January 1990. Minutes walk from U of T. \$1,700 +. 921-2297

Sabbatical house for rent. 4 bedrooms, furnished, appliances, fenced yard, garage. Close to subway, shopping, schools & park. Available January — August 1990. In Riverdale. \$1,500/month + utilities. Call Lidia 369-5086 (days), 469-1467 (evenings).

St. Clair/Christie, comfortable 3-bedroom house, fully furnished, dishwasher and laundry. On dead-end street — great for kids. TTC around the corner. February through August, non-smokers, no pets. \$1,200/month. 656-9991.

Visiting professor? Rosedale, walk to U of T. Large, sunny one-bedroom apartment, fully equipped, colour TV, parking. \$1,150/month. Telephone 769-7599.

Carlton/Jarvis. Luxury furnished one-bedroom in new building, great view. Facilities include 4 kitchen appliances, wet bar, laundry, pool, sauna, squash. Walk to shopping, TTC. Available January — March 1990 (negotiable), \$1,100 inclusive. 979-0967.

St. Clair West, renovated lower level studio apartment. Laundry. Non-smoker. Available immediately. \$625 inclusive. 924-1439, 651-7080.

St. Clair/Christie. Bright upper duplex, 2 bedrooms, study, dining area, fireplace, new bathroom, broadloom, 2 minutes from TTC. Parking available on street. Available immediately. \$1,150 + hydro. Please call 656-1076 or 651-3607.

Large two-bedroom apartment for rent. Available January 1. Ground floor and basement of modern 4-storey house. Across from Broadview subway. Parking, own entrance, yard, washer and security alarm. Owner can furnish. Sunken living-room, carpeted. Prefer minimum one-year tenancy. \$900 plus own utilities. 463-2390.

Victoria Park subway — 5-minute walk. Beautiful 2-bedroom condo. All facilities, rec centre. Unfurnished \$1,200 or furnished \$1,400, negotiable. Available January. Call 698-9373 or 479-4025 evenings, weekends.

Spacious 2-bedroom condo. At Victoria Park. January 1. Subway. Nicely furnished, balcony, satellite TV, rec centre, pool, weight room, shops, golf, tennis, park, near shopping centre. \$1,200 inclusive, short- or long-term. Pat 253-0980.

Bathurst/Wilson. (A) Spacious 3-bedroom bungalow, upper floor; eat-in kitchen with appliances, large living/dining-room, garage, yard; unfurnished. (B) Also 2 beautiful basement apartments with kitchens, appliances, bathrooms; unfurnished, separate entrance. All near buses, Wilson subway station. 978-3308. Evenings 636-0277.

Short-term rental — fully furnished 3-bedroom house near Sunnybrook Hospital, Mt. Pleasant & Eglinton. Deep, fenced garden backs on Sherwood Park (pets welcome). Finished basement with own entrance, wash-room. Dishes, linens, etc., included. 485-7735.

Downtown, Carlton/Yonge area, quiet, well-furnished 2-bedroom condo, piano, 17th floor, balcony, view, air conditioning, pool, sauna, gym, security, satellite TV. Available January 1st for 15 months (or less) while owner travels. \$725/month. 920-9418.

Great house for visiting academic! Rent my furnished house January 1 — May 1 while I travel. Bright, modern kitchen, hardwood and oak trim throughout, French doors, yard, efficient furnace, convenient location, \$1,000/month. Call Beth 462-2864. Longer or shorter stay may be negotiable.

Annex. Walk to University, Bloor/Spadina. Fully furnished luxury 6-room Victorian house, 2 bedrooms + study, 2 levels, 5 appliances, laundry, deck, 2 baths, parking. No pets, non-smokers, suit professional couple. July 1, 1990 — December 31, 1990 (flexible). \$1,500/month + utilities. References. Call Frank (O) 978-6038, (H) 962-9788.

Modern luxury town house, downtown, walk to Yonge/Summerhill subway, garden environment, close to all amenities. 3 bedrooms, 2 bathrooms, living, dining, family rooms. Washer, dryer, refrigerator, stove, dishwasher, intercom, venetian blinds, smoke detectors, broadloomed, air-conditioned. Owner pays taxes and maintenance fee. Occupancy at 2 weeks notice. Rent for \$2,700 per month plus utilities. 10 Walker Avenue. For appointment please call 924-9293.

Bloor West Village: four bedrooms, 5 appliances, central air, large renovated kitchen, walk-out to deck. Five-minute walk to subway. January occupancy. \$1,575 per month + utilities. Phone 762-5386.

Accommodation Shared

Bathurst & College. Large 2-bedroom flat to share. Large kitchen, 2

bedrooms, bath & study on 2nd floor. Stairs to spacious loft with patio doors to roof deck. Includes 1 parking space in garage. Non-smoker. Available immediately. Call Phyllis 969-9026.

Danforth and Broadview. Professor or mature professional to share renovated house. TTC 15 minutes to U of T. Entire third floor: 2 rooms unfurnished, skylights, minibar, air-conditioned. House has all appliances, fireplace, yard. Street parking. Non-smoking, pet-free, organized, quiet. \$650. Maid & utilities included. Available immediately. Call Ken Shepard, Ph.D. 463-0423.

Immediate. 1 room in 2-storey upper duplex. Huge, elegant home — hardwood floors, wainscoting. Share bath & kitchen. Non-smokers. Bright, clean, central. Bloor & Dovercourt (on subway line!) \$425/month inclusive. Leave message at 782-6588.

Third person to share house. \$400 + utilities. Woodbine/Gerrard, close to subway, Beaches area. Call 694-3727.

Bloor/U of T. Retired professional has spacious 3-bedroom plus den apartment with a baby grand, all amenities. References, non-smokers. \$800 a month plus utilities. 923-6001 or leave message.

Accommodation Overseas

Sabbatical in Avignon. Restored ancient farmhouse; fabulous views; 4 bedrooms, 2 bathrooms (1 en suite), double living-room, fireplaces, heating system; fully furnished and equipped; 800 metres along country road from marvelous village school house; car available (extra cost). September 1 to June 3, \$995 per month plus utilities. 978-8637.

Aix-en-Provence. Elegant apartment, residential neighbourhood; bordering on park with panoramic view Mt. Ste. Victoire; fully furnished and equipped, central heating, all electric kitchen, bathroom, living-room, 2 quiet bedrooms, 2 large terraces; near shopping, transportation. Perfect for sabbatical. 6500 French francs/month. Available from January 1990, period negotiable. Further details write: Mme. D. McBride, 4 rue Edouard Detaille, 92100 Boulogne, France.

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Miscellaneous

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PHOTOGRAPHERS — Freelance photographers wanted for U of T *Bulletin*. Portfolio and rate sheet required. Call Jane Stirling, associate editor, at 978-7016.

ENCYCLOPEDIA, second-hand, wanted. Please call 978-4698.

Au pair position wanted. A university graduate (Geology) from Turkey seeks an au pair position with an academic family for a period of one year. Has working knowledge of English. For more information, call Mrs. Alpar 449-9623, evenings and weekends.

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University research and the private sector

OVER THE centuries, scientific research has become more expensive relative to the resources of the societies supporting it. Research has passed successively beyond the financial reach of the wealthy, the courts of kings and emperors, religious institutions and institutions of learning. In this century, research has become an activity only national governments can afford on any scale. But in recent years, the state has begun to look for ways to share the growing financial burden directly with the private sector. And so today we face a major and discomfiting shift in the sources of funding for scientific research in the University, a shift from government to industry.

Rather than change spending priorities or increase taxes to finance university research, governments have decided to limit the increases in their own funding and have linked increases to increased corporate funding. Examples are plentiful, among them the matching grants programs of the research councils, the federal Strategic Technologies Alliances program and the initiatives sponsored by the \$1 billion Ontario Technology Fund.

The joint public-private approach passes part of the burden of ever-increasing research costs on to the private sector and it makes researchers more responsive to industry. Thus, the government hopes to harness university research to meet the needs of existing industries and to build a knowledge-based economy for Canada's future prosperity.

The implications are clear: if we want more money for research than governments are willing to provide, we must turn to the private sector for support. Future growth in scientific research will depend on our relations with industry.



Research funds now flow mostly to individual researchers, who face new, more complex tasks in seeking, obtaining and managing funds from the private sector. The process is often daunting, always time-consuming. First, researchers must assess the likelihood of private sector support — perhaps the most difficult of tasks.

How can one foresee and estimate the potential commercial value of research that has yet to be performed? Then, if corporate sponsorship seems possible, the researcher must find actual sources of support. For public-sector programs, central and faculty administrations publish details, including how, when and where to apply for grants. Colleagues offer counsel on selecting programs. But in the private sector, few companies invite funding applications, fewer still run organized funding programs. Typically, researchers are very much on their own when seeking companies (often outside Canada) with a potential interest in their research.

Having identified possible private-sector sources, the researcher must negotiate for the money. Public-sector programs define the terms and timing of applications; researchers quickly learn how to make effective applications. In the private sector, however, every arrangement is negotiated and has to accommodate the inevitable culture clash between "control and secrecy" on the one hand and "freedom and openness" on the other. The company starts with often unrealistic demands regarding reporting and control of the work, results and communications. The researcher starts by agreeing to make minor changes in

the usual university way of doing things. The two then struggle to find common ground. Once funding has been arranged, the researcher must manage the research program. Those who approve the disbursement of public funds for research are usually knowledgeable and realistic about management in the university. But in the private sector, despite negotiations, expectations regarding reporting and control are often unrealistic. And when the research diverges from the original plan (as it almost always does) the company's response — to review the research and, perhaps, to redirect or even withdraw its support — can place almost impossible demands on researchers, for whom the project is a part-time activity carried out in conjunction with teaching and other research. Under such circumstances, relatively small lapses, such as the failure to return a telephone call or to accommodate the demands of the examination schedule, can generate friction and frustration. In all this, the researcher must fight to maintain the free and open research atmosphere of a university under the watchful eye of colleagues who are not involved in corporately supported research.

While most funds flow to individual researchers, there are also opportunities for the University to acquire large block grants. Witness the Bristol-Myers Squibb Company's \$38 million in research funding for the University of Oxford in 1987, and its \$59 million for the Université Louis Pasteur in Strasbourg, France, announced this summer. To obtain this kind of corporate funding, the University must seek out, evaluate and select potential partners, sell its expertise to the private sector, negotiate appropriate arrangements for large-scale, long-term research funding and manage the resulting relationships to maximize satisfactions and minimize conflicts.



To enable the research community to deal successfully with these new tasks, the University needs to answer three questions. How do we get the private sector to finance more of our scientific research? How do we do this without jeopardizing academic freedom and openness — fundamentals of our culture? And, in adapting to this funding shift, how do we strengthen our basic research, given the corporate bias in favour of shorter-term commercial returns?

In seeking the answers, the community has a valuable resource in the wisdom of those who have worked closely with industry during long research careers. At present, access to their knowledge and experience is haphazard. To increase private-sector support, researchers need new skills and services. To meet their needs, the University could provide

formal training in relevant areas and a forum for sharing the experiences of senior researchers. To decide whether private-sector financing is a possibility, the researcher needs relevant industry expertise, and an understanding of intellectual property and its importance to the target industry. To find possible sources of funds, the researcher also needs access to a marketing system and to current data bases, containing lists of companies and their varied interests in research. To obtain funding, researchers must know what can be done for particular companies in the University setting. They must also know which government programs provide funds for corporate dollars. Access to legal advice and negotiating skills are other important elements. Finally, to manage a research program for a corporate sponsor, researchers may need different record-keeping and reporting systems.

The University itself needs new institutional skills if it is to increase private-sector financing. As it committed itself to acquiring the skills for Breakthrough, the \$100 million fundraising campaign, so it must commit itself to developing the capability needed to secure major research financing. The University could use industry experts to identify opportunities, and form joint teams of the experts, researchers and staff, to package and market the chosen opportunities. The financing sought must cover the cost of managing the relationship with sponsors, who may be a continent away.

To preserve academic freedom and openness, the University must take the lead in mediating the culture clash between private-sector and University research. Companies take a highly professional and aggressive approach to protecting their interests and gaining the

tial to gaining corporate understanding and acceptance.

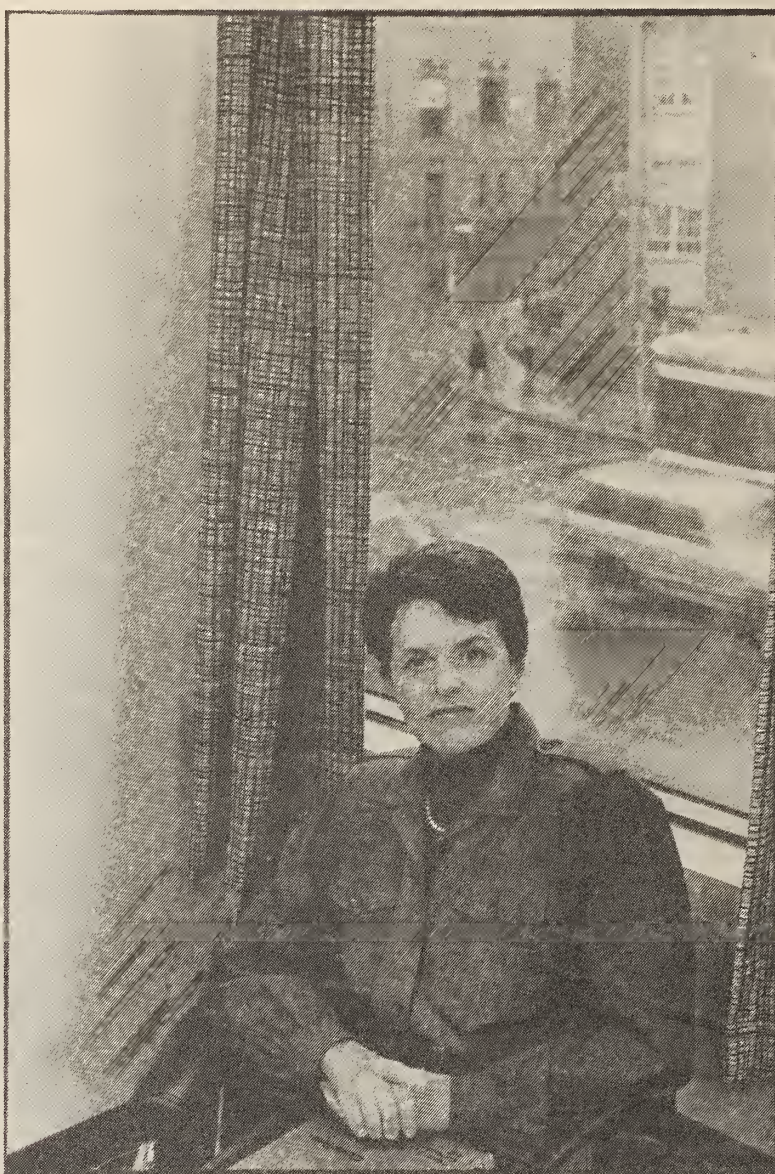
To maintain its strength in fundamental research, the University should take the initiative to ensure that corporately funded research, which will always be skewed in favour of applied and developmental work, also benefits fundamental research — from which companies will benefit in the future. U of T could take the lead by applying a surcharge on private-sector contracts. The proceeds from the surcharge would be split equally between fundamental research in the researcher's department and a basic research fund, perhaps the Connaught Fund, for the whole University.

The sharing of information on corporate projects will help us manage our corporate relationships so that we have the opportunity to persuade companies that have enjoyed successful short-term projects to invest subsequently in longer-term research.



In 1987-88 the University's research in pure sciences, engineering and medicine (excluding teaching hospital research) consumed approximately \$99 million in direct costs, about 96 percent of the University's research funding. If U of T is to maintain its stature in the world, it is essential to secure and increase its scientific research financing. We can live peacefully and profitably with the private sector, if we approach companies professionally and manage our relationships with them according to their needs and ours.

The views and ideas expressed here are purely personal and do not necessarily reflect those of the board of directors of the Innovations Foundation.



JEWEL RANDOLPH

Pauline Walsh is executive director of the Innovations Foundation

Growth depends on our relations with industry

Researchers must fight for an open atmosphere